

ADMINISTRATION OF PROPOSED CIA RETIREMENT AND DISABILITY SYSTEM

1. Standards of eligibility.

a. The proposed CIA Retirement and Disability System is designed to provide appropriate retirement, discontinued service, disability and death benefits to employees whose duties are (1) in support of Agency activities abroad hazardous to life or health or (2) so specialized because of security requirements as to be clearly distinguishable from normal government employment.

b. In order to reserve the benefits of participation in the proposed retirement system to those employees for whom it has been designed, an employee's designation as a Participant in the system will be contingent upon an initial determination and periodic reaffirmation that his career with the Agency requires him to perform qualifying service.

2. Selection of participants.

a. Staff personnel will be covered by the Civil Service Retirement Act upon initial appointment to the Agency. In order to permit the participation of an eligible employee in the CIA Retirement and Disability System at the earliest practicable time in his career with the Agency, the initial designation of an employee as a Participant in the system will be based upon his meeting each of the following requirements:

(1) He has been selected for Career Employee status as defined in Agency regulations;

(2) He has formally undertaken an obligation to serve anywhere and at any time according to the needs of the Agency;

(3) His career field of specialization is determined by the Head of his Career Service (a) to be in the conduct of support of intelligence activities in foreign countries or the covert support in the United States of such operations under comparable conditions; or (b) to require the performance of duties which are so specialized or circumscribed by security restrictions that he would be placed at a special disadvantage if required to acquire and utilize major vocational skills which are unique to intelligence work or may perform general duties under conditions of cover and security prohibiting them from informing prospective employers of the nature, scope, and level of their work experience.

(4) He either has performed or is under official orders to perform duties (a) in support of Agency activities abroad hazardous to life or health or (b) so specialized because of security requirements as to be clearly distinguishable from normal government employment.

b. In order to avoid the continued participation in the proposed CIA Retirement and Disability System of an employee whose career subsequent to his initial designation as a Participant does not meet the service conditions described above, there shall be reviews at intervals of not more than 5 years

of the past and prospective career of each Participant to reaffirm his continued eligibility for participation. Such reviews shall require determination by the Head of his Career Service that his career continues to be primarily oriented to qualifying service. They shall ensure that he is in fact performing reasonable periods of qualifying service so that he will be able to meet the requirements for retirement under this system. If an affirmative finding of continued eligibility as a Participant cannot be made, the employee would be removed from coverage under the proposed CIA Retirement and Disability System and be placed under the civil service retirement system or under social security as appropriate.

3. Delegations of authority.

Principal responsibility for the administration of the proposed CIA Retirement and Disability System will be vested in the Director of Personnel. However, there will be established a Retirement Board, comprised of senior officials representing the major components of the Agency, to assist and advise the Director of Personnel in the development and formulation of policies governing the administration of the System and to review and recommend action on all proposed retirements. It is intended that the Board will consider each application for voluntary retirement or for disability retirement and each recommendation for involuntary retirement. The Board will also have advisors representing the General Counsel, the Director of Security, the Chief, Medical Staff, and the Chief, Central Cover Division to render advice in their respective technical fields as required. The Director of Personnel will serve as the permanent chairman of the Board.

4. Appeals.

Employee appeals may be made through normal administrative procedures.

5. Rules and regulations.

Specific rules and regulations for selection of participants, record-keeping, and adjudication of applications for retirement will be required. The regulations promulgated under the Foreign Service Retirement and Disability System have been carefully examined and it is intended to draw heavily on these in establishing Agency procedures.